


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Licensed Practical Nurse Working Supervisor</u></p> <p>Date <u>2004</u></p> <p>Revised Date <u>December, 2005; March 2011</u></p> <p>Revised Date <u>March 16, 2023</u></p>	<p>Code</p> <hr/> <p>340</p>
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<p>Decision Making</p> <p>Within the LPN scope of practice, ensures that care outcomes are achieved as per care plans. Provides continuous assessment/treatment of health needs for the client/patient/resident. Procedures change to accommodate different situations.</p>	<p>Degree</p> <hr/> <p>3.5</p>
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<p>Education</p> <p>Grade 12. Practical Nursing diploma (Saskatchewan Polytechnic, one thousand eight hundred and thirty (1830) hours). Licensed with the College of Licensed Practical Nurses of Saskatchewan.</p>	<p>Degree</p> <hr/> <p>4.5</p>
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<p>Experience</p> <p>Twenty-four (24) months previous experience working as a LPN to develop practical application of theoretical knowledge. Twelve (12) months on the job to develop administrative/supervisory skills and become familiar with departmental policies and procedures.</p>	<p>Degree</p> <hr/> <p>6.0</p>
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<p>Independent Judgement</p> <p>Oversees the work of staff in accordance with generally accepted practices. Requires the use of judgement in providing continuous assessment and care of clients/patients/residents. Work requires analysis and troubleshooting when dealing with staff scheduling and performance issues.</p>	<p>Degree</p> <hr/> <p>4.0</p>
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<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to clients/patients/residents/families. Uses persuasion/motivation as part of their regular daily tasks (e.g., client/patient/resident mobility). Contacts with clients/patients/residents/families may be difficult and emotional.</p>	<p>Degree</p> <hr/> <p>4.0</p>
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Licensed Practical Nurse Working Supervisor

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Impact of Action Misjudgements when administering medications/immunizations (e.g., intramuscular, intravenous, oral) may result in serious injury/discomfort to clients/patients/residents and delays in future treatment. Misjudgement in coordinating services and resources may result in uncoordinated, inefficient delivery of service.	Degree 3.5
Leadership and/or Supervision Provides regular direction to staff, assigns work, checks results and controls costs.	Degree 4.0
Physical Demands Regular physical effort standing, reaching, lifting, twisting with opportunity for relief with periods of pushing/pulling heavy weights.	Degree 2.5
Sensory Demands Regular visual and listening effort required while working with staff and clients/patients/residents. Administers medication/immunizations and monitors medical equipment with periods of competing multiple sensory demands.	Degree 2.5
Environment Regular exposure to major conditions such as blood and body fluids, unpredictable weights and verbal/physical abuse.	Degree 4.0